

2005 – 2007 REQUEST FOR SPECIAL LANGUAGE IN APPROPRIATION ACT

AGENCY: 0513 Education – School for the Deaf

ACT#: 638

SECTION#: 6

CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

SUMMER SCHOOL EMPLOYEES. Employees who, in addition to working during the regular school term, also work during summer months shall be authorized as additional compensation an amount not to exceed 1/12 of their annual salary for each month or part thereof worked. Such additional compensation shall not be construed as exceeding the maximum salary authorized for said employees.

Payment of additional compensation shall be limited to employees in the following classifications:

SUMMER SCHOOL POSITIONS	GRADE
Teacher for the Sens Imp I	17
Teacher for the Sens Imp II	18
Teacher for the Sens Imp III	19
Teacher for the Sens Imp IV	20
Speech Pathologist II	20
Vocational Instructor II	18
Vocational Instructor III	19
Vocational Instructor IV	20
Teacher for Sens Imp Super	22

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

SPECIAL ALLOWANCE. The Arkansas Schools for the Deaf and Blind may make special allowances available to any employee who performs one of the following duties in addition to their normal duties:

- 1) Teaching adult education classes, parent training, student tutorial services on weekends or evenings
- 2) Coaching one or more sports
- 3) Sponsoring a club or organization that involves additional hours outside of the normal working day.
- 4) Interpretive Services

Compensation for additional duties may not exceed \$3,000 per school term for any one employee during each fiscal year. Such additional compensation shall not be construed as exceeding the maximum salary authorized for said employee.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

CONTINUE CURRENT LANGUAGE WITH APPROPRIATE DATE CHANGES

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EXECUTIVE RECOMMENDATION

ADDITIONAL SALARY/COMPENSATION PROVISION. No employee drawing a salary or other form of compensation from the Arkansas Schools for the Deaf or Blind shall be paid an additional salary or receive additional compensation, other than reimbursement for actual expenses, from that agency, nor from any other agency or institution of higher education, except from the Superintendent's written certification to and approval by the Chief Fiscal Officer of the State that the work performed by the employee for the other position does not interfere with the proper and required performance of the employee's primary duties, and that the combined salary payments from both positions will not exceed the maximum annual salary for whichever of the two positions has the higher authorized maximum annual salary.

Any employee knowingly violating the provisions of this section shall be subject to immediate termination and shall be barred from employment by any agency or institution of the State of Arkansas for a period of not less than three (3) years or until such employee shall repay to the State of Arkansas any sums received by such employee in violation of this section, together with interest at a rate of ten percent (10%) per annum.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

SHIFT DIFFERENTIAL. For Arkansas School for the Deaf, shift work must begin not earlier than 2:00 p.m. and end no later than 8:00 a.m. the following day.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

TEACHERS FOR SENSORY IMPAIRED ENTERING STATE SERVICE. Upon the superintendent's certification to the State Personnel Administrator of prior service at an educational institution and most recent contractual salary, the salary of teachers holding certification in teaching the hearing impaired and entering state service as teachers for the sensory impaired may be adjusted to a rate of pay closest to but not less than their most recent annual salary.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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CURRENT SPECIAL LANGUAGE (WITH AGENCY REQUEST)

EXECUTIVE RECOMMENDATION

SIGN LANGUAGE PROFICIENCY INTERVIEW/AMERICAN SIGN LANGUAGE. The Arkansas School for the Deaf is hereby authorized, after prior review by the Arkansas Legislative Council upon certification by the superintendent of the Arkansas School for the Deaf to the Office of Personnel Management and approval of the Chief Fiscal Officer of the State to grant either a 2.5 percent (2.5%) salary bonus payment to employees meeting the required level of Sign Language Communication Proficiency Interview (SCPI) for the employee’s current position or up to a 10% salary increase for employees meeting minimum standards established under Arkansas code ACA 21-5-211 (1) (f) (i). The bonus may be awarded upon submission of documented proof of such certification provided the employee’s most recent performance evaluation results in a satisfactory or better rating and provided that the employee has taken a minimum of one course in sign language or in linguistics of sign language after the employee’s hire date. New and probationary employees shall be eligible for the bonus payments payment or salary increase after their probationary period expires provided that the above requirements are met. Employees are eligible for only one SCPI bonus payment as authorized by this subsection over the course of employment.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

TRANSFER PROVISION. Upon approval from the Chief Fiscal Officer of the State, the Arkansas School for the Deaf shall transfer appropriation from the ~~Summer Projects~~ Miscellaneous Activities line item in this Act, to Item No. ~~(01)~~ () through Item No. ~~(5)~~ () in Section ~~3~~ () of this Act, to compensate ~~Teachers, Houseparents, Food Service, Nursing Staff~~ who work during the summer months on summer projects, ~~and to cover other expenses of summer project activities, and to compensate coaches and organization sponsors~~ employees as referenced in Section ~~7~~ () of this Act and to compensate eligible staff for shift differential pay. Such additional compensation shall not be construed as exceeding the maximum salary authorized for said employees.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

MAINTENANCE/TRANSPORTATION/SECURITY. The Arkansas School for the Deaf shall be responsible for providing maintenance, transportation, and security for the Arkansas School for the Blind. The Arkansas School for the Deaf is authorized to spend general revenue funds to provide for these services.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

SHARED SERVICES. The Chief Fiscal Officer of the State and the State Treasurer are authorized to establish a joint paying account in the State Treasury, upon direction of the Board of Trustees for the Arkansas School for the Blind and the Arkansas School for the Deaf. The Board may transfer positions, funds and appropriations to the paying account from either school to serve both schools in the areas of Accounting, Personnel, Inventory, Safety and Health Services.

Funding and appropriations for this account will be from transfers from the fund accounts and appropriations of each agency and shall be divided proportionately from each agency based on student population. Said funds shall be payable from the joint account as if the positions and other budgetary line items of appropriation had originally been established in the joint account. Supervision of this account and supervision of the positions within may come from either school as determined by the Board of Trustees.

The provisions of this section shall be in effect only from July 1, ~~2003~~ 2005 through June 30, ~~2005~~ 2007.

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EXECUTIVE RECOMMENDATION

TEACHER SALARY INCREASE. In the event that an act is enacted in which the public schools receive funds from the General Assembly to raise the salaries of teachers employed in the public school districts, the Arkansas School for the Deaf and the Arkansas School for the Blind shall be included.

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EXECUTIVE RECOMMENDATION

SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. Due to the highly competitive job market conditions for public school teachers and other education staff, the necessity of recruiting and retaining qualified personnel, and the need to establish a minimum compensation schedule, the Arkansas School for the Deaf is authorized special rates of compensation for current and new employees in the classifications listed under subsection (a) below, with additional authority, funding and other restrictions as indicated in subsection (b) through (e) below.

(a) CLASS

<u>CODE</u>	<u>TITLE</u>	<u>GRADE</u>
E059	Teacher for the Sensory Impaired I	17
E061	Teacher for the Sensory Impaired II	18
E063	Teacher for the Sensory Impaired III	19
E077	Teacher for the Sensory Impaired IV	20
E080	Vocational Instructor I	17
E082	Vocational Instructor II	18
E076	Vocational Instructor III	19
E078	Vocational Instructor IV	20
E136	Orientation and Mobility Specialist	19
E036	Librarian I	17

Due to the need to meet the minimum compensation schedule for public school teachers, counselors, and librarians as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly or its successor, the Arkansas School for the Deaf is authorized to adjust current or new employees to the minimum level of compensation established by this legislation for public school employees.

If warranted due to turnover, for teachers whose years of experience exceed those specified in Act 74 of the 2nd Extraordinary Session of the 84th General Assembly or its successor, the Arkansas School for the Deaf may request salary adjustments to maintain equity between their teacher salaries and those of the Arkansas Public School System when such increases are granted within the public school system.

Requests for salary adjustments shall be reviewed by the Office of Personnel Management and approved by the Chief Fiscal Officer of the State. This language shall apply to the following jobs:

(a) CLASS

<u>CODE</u>	<u>TITLE</u>	<u>GRADE</u>
E059	Teacher for the Sensory Impaired I	17
E061	Teacher for the Sensory Impaired II	18

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E037	Librarian II	18
E039	Librarian III	19
M026	Counselor I	18
M028	Counselor II	20
E057	Teacher for the Sensory Impaired Supv.	22
E015	Education Principal	23

(b) Rates of pay shall not be implemented until a plan for providing special rates of pay indicated in subsection (a) have been reviewed and approved by the Office of Personnel Management after prior review by the Uniform Personnel Classification and Compensation Committee of the Arkansas Legislative Council. Minimum compensation levels shall be based on comparable public school salaries as set forth in Arkansas Code 6-17-2403 (b), or its successor.

(c) Employees whose June 30 annual salary rate is at pay level IV shall be eligible for the increase provided in subsection (a) and (b) of this section, but the increase shall be paid as a lump sum on June 30 of the year in which the increase is to occur and will only be given to those staff employed for the full year.

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E063	Teacher for the Sensory Impaired III	19
E077	Teacher for the Sensory Impaired IV	20
E080	Vocational Instructor I	17
E082	Vocational Instructor II	18
E076	Vocational Instructor III	19
E078	Vocational Instructor IV	20
E036	Librarian I	17
E037	Librarian II	18
E039	Librarian III	19
M026	Counselor I	18
M028	Counselor II	20
E057	Teacher for the Sensory Impaired Supv.	22

Funding for the minimum compensation provided for in this section that is supported in whole or in part from general revenues, shall, if required, be provided by a transfer from the Merit Adjustment Fund to the proper fund or fund account and in such amounts as determined by the Chief Fiscal Officer of the State. The [Arkansas School for the Deaf] [Deaf] shall, in addition to the funds provided in this Act for Annual Career Service Recognition Payments from the Merit Adjustment Fund, make available any funding generated from agency salary savings for such purposes from the funds or fund accounts as provided by law. The provisions of this section shall be in effect only from July 1, 2005 through June 30, 2007.

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- (d) The Chief Fiscal Officer of the State shall transfer funding to the Arkansas School for the Deaf from the Educational Adequacy Fund for the implementation of special rates of pay in amounts not to exceed \$275,000 for each year of the biennium.

- (e) This provision shall be in full force and effect for the biennium beginning July 1, 2005 and ending June 30, 2007.